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Faculty Senate Chronicle for March 5, 2015

Pamela A. Schulze

The University of Akron, schulze@uakron.edu

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Minutes of the Faculty Senate Meeting of March 5, 2015**3:02 – 4:52 p.m.**

The regular meeting of the Faculty Senate took place Thursday, March 5, 2015 in room 201 of the Buckingham Center for Continuing Education. Senate Chair William D. Rich called the meeting to order at 3:02 pm.

Of the current roster of 63 Senators, 44 were present for this meeting. Senators Bodenshantz, Fant, Jones, Kemp, King, Schulze and Scotto were absent with notice. Senators Arter, Braun, Dey, Freely, Migid-Hamzza, Kidd, Lavrentyev, Marion, Moritz, Srivatsan and Youngs were absent without notice.

I. Approval of the Agenda

Senator Lazar moved to adopt the proposed agenda. The motion was seconded by Senator Clark. By unanimous consent, the agenda was amended to add to the committee reports a report from the Academic Policies Committee, and to remove the adoption of the minutes of the December meeting, which were not yet available, and the report of the representative to the Ohio Faculty Council.

The agenda, as amended, was adopted without dissent.

II. Approval of the Minutes

Senator Clark moved to adopt the minutes of the November meeting. The motion was seconded by Senator Hajjafar.

The November minutes were adopted without dissent.

III. Remarks of the Chairman

The action items on today's agenda are curriculum change proposals reported out by the Curriculum Review Committee; changes to the University Rule concerning the part-time faculty proposed by the Part-time Faculty Committee; a proposal to amend certain provisions of the new General Education Learning Outcomes and Implementation Plan recommended by the Senate's ad hoc Chairs of the General Education Learning Outcome Committees; and amendments to the direct admission criteria proposed by the Academic Policies Committee.

As your Chair I've been participating in frequent, informal meetings about the university's budget with President Scarborough, the University's budget director, Amy Gilliland, and two other faculty representatives: Steve Weeks, the president of the Akron chapter of the AAUP, and Matt Lee, chair of the Sociology Department and representative of department chairs and school directors on the University Council's Budget and Finance Committee. For the last several weeks, we've been meeting twice weekly along with Professors Lee and Weeks. I have also been attending the formal budget hearings in which heads of the various units of the University present their proposed budgets for fiscal year 2016, which begins this coming July 1st. As of today, all the budget hearings for the auxiliary units have occurred. All but one of the hearings for the central administrative units have occurred, and six of the college hearings have occurred, with the remainder scheduled for next week. The University

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Council's Budget and Finance committee also is being provided with all the information that is being presented in the budget hearings so that it has the opportunity to offer its advice before proposed university-wide budget is prepared. Once such a budget has been prepared, the UC Budget and Finance committee will have an opportunity to review it.

I expect that during his remarks President Scarborough will update us on the status of the college strategic planning process. I know that some of the colleges have completed the process while others have yet to do so. For the benefit of the faculty of those colleges that have yet to complete the process, I would emphasize what the President has said repeatedly during the budgeting process: resource allocation decisions will be made on the basis of the priorities set in the college strategic plans. My advice to the faculty in each of the colleges that have yet to complete the college strategic planning process is to take this process seriously and to bear in mind what the President has said. Any programs, projects or activities that the faculty believe warrant significant resource allocations should be specified as priorities in its college strategic plan, and the faculty should not assent to any plan which does not, in the faculty's view, serve the needs of the college, its students, and the university as a whole.

I want to thank some of the members of this body and some other faculty members for bringing to my attention the announcement that was made last week about the allocation of funds for graduate assistantships for the next academic year. This announcement raised several significant concerns, which I discussed with the President last week. He readily understood these concerns. Yesterday, he informed me that, in addition to the allocations that were announced last week, effective today graduate assistantships supporting teaching and research in all other doctoral programs are to be funded for the 2015-2016 academic year at the same level at which they were funded for the current academic year. All graduate assistantships supporting teaching in master's degree programs will be funded at the same level at which they were funded in the current academic year, and decisions about allocation for all other graduate assistantships will be made by March 16th. President Scarborough has also readily agreed that graduate assistantship allocations for the 2015-2016 academic year should be made during the current budget cycle so that next year, as graduate students are being recruited, departments will not have to wait until the spring semester to find out how many graduate assistantships they can offer. Instead they will know before the fall semester begins. To my knowledge this will be a first for this university, and it is long overdue. I want to thank President Scarborough for making this change. This concludes my remarks.

IV. Special Announcements

Chairman Rich reported the death of Dr. Linda Moore, Dean Emeritus of the College of Fine and Applied Arts and Professor Emeritus of Education. Dr. Moore died on March 1st at the age of 71.

Senator Quinn reported the death of Fred Choy, Professor of Mechanical Engineering. Professor Choy died on January 16, 2015.

The Senate stood for a moment of silence in memory of our deceased colleagues.

V. Reports

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Executive Committee

Vice Chair Miller reported that, since it last met on February 5th, the Faculty Senate Executive Committee met twice by itself and once with the President and Provost.

The Executive Committee first met on February 12th for regular senate business. It discussed the audio and transcription problem that occurred at the last faculty senate meeting. It appointed Claire Tessier (Chemistry) to replace David Perry on the Natural Science General Ed Learning Outcome Committee. It also appointed Ed Conrad (CBA) to the UC Budget & Finance Committee. It discussed John Zipp's proposed changes to the general education disciplinary learning outcomes for the natural sciences, social sciences, and humanities. It was proposed the learning outcome be amended to clarify that the lab requirement should be met in the natural sciences rather than the humanities and social sciences, since humanities and social sciences general education courses are not likely to include a lab component. It also discussed the Higher Learning Commission site visit.

The Executive Committee next met on February 19th to prepare for the meeting with the President and Provost. Later that afternoon, the EC met with the President, Provost, and Vice Provost. The EC discussed the strategic planning process for the College of Arts and Sciences.

The EC met on February 26th for regular Senate business and to prepare the agenda for the upcoming Faculty Senate meeting. Chair Rich updated the Executive Committee on the informal budget meetings with the President; a report from the Committee of the General Education Learning Outcome Committee Chairs; proposed amendments to general education learning outcomes; and a recommendation that the Senate push to get a person appointed to be the general education coordinator. We also discussed hiring a new transcriptionist to attend Faculty Senate meetings, upcoming senate elections, graduate assistant allocation, summer teaching, and the proposed "Gen Ed 13" to be taught through Wayne College.

Remarks of the President

President Scarborough discussed four quarters of activity. In the first quarter, he got acclimated. In the second quarter, he began working with each college on its strategic plans. We are now in the third quarter in which budget development is a top priority. So far, three colleges have completed the strategic planning process: the College of Business, the College of Health Professions, and the College of Applied Science and Technology. The President anticipates that the Buchtel College of Arts and Sciences will take longer, as it is larger and more diverse. Other colleges have complex issues they need to work through. The conversations have been positive so far.

President Scarborough is happy with how the budget process has been going. It may go more slowly than the strategic planning process has. He anticipates that it will take until May to complete.

Remarks of the VP and Provost

The Provost acknowledged the assistance of faculty, staff, and students in accommodating the difficult decisions made with regard to how to respond to adverse weather conditions.

The Provost's Office has asked department chairs for rationales for proposed summer course offerings. A more "planful" process is needed to ensure faculty can be reasonably sure what their summer load will be, and students can be assured that scheduled classes will not be suddenly canceled.

The Provost said that we are moving towards an improved planning process for making decisions regarding graduate assistant allocations. Ideally, these allocations should be decided in advance of the next budget cycle as part of the budget planning process.

VII. Committee Reports

Athletics Committee

Submitted written informational report. See Appendix A.

Computing and Communications Technology Committee

Submitted written informational report. See Appendix B

Academic Policies Committee

Vice Provost Ramsier presented a motion from the Academic Policies Committee approving amended criteria for direct admission into certain undergraduate programs. These changes were being made to make the direct admission criteria the same as the new admissions criteria for categorizing applicants as college-ready, and to reduce the number of students who are considered college-ready but cannot gain admission into their chosen academic program. These changes were initiated by the departments that offer, and pertain to, the following programs: Art, the undecided/exploratory category in Arts and Sciences, Communication, Dance Theatre and Arts Administration, Economics, English, Family and Consumer Sciences, Geosciences, History, Philosophy, Political Science, Psychology, Sociology in the Arts and Sciences College, and all programs in the College of Applied Science and Technology.

The motion was adopted without dissent.

Vice Provost Ramsier next gave an informational report from the APC with regard to the final exam schedule. The final exam schedule for Fall 2014 and Spring 2015 now have 15 minutes between exams rather than 10. The APC has heard there have been issues with overlap. The APC asked the Registrar's Office to independently review the posted final exam schedule. APC could find no place where there was an actual temporal overlap. Vice Provost Ramsier encouraged faculty to notify APC if there are any specific issues.

Senator Erickson mentioned that a faculty member had two of her final exams scheduled at the same time. Senator Clark added that students have also had overlaps in their exam schedules.

Several senators were concerned about students having too many exams scheduled on the same day. Chair Rich suggested that Academics Policy Committee should determine if there is a rule establishing a maximum number of exams a student can be required to take on one day. If there is, then APC should

consider whether it should be changed. Vice Provost Ramsier said he will take that referral to the committee.

Curriculum Review Committee

On behalf of the Curriculum Review Committee, Vice Provost Ramsier presented a list of curriculum proposals that came through the system without objection for final approval (Appendix D).

The motion to approve the curriculum proposals was adopted without dissent.

Graduate Council

Senator Sterns asked about the release of graduate assistantships. There was a release of information about funding for graduate assistantships one day, and by the next day it had changed. Senator Sterns asked for clarification on the “game plan” so that we can be more proactive and build a positive reputation for our graduate programs.

Senator Allen added that there seem to be two related issues: one is whether there’s enough money in the budget, and the other is whether there will be a policy change. He noted that it is late in the process for a policy change.

Vice Provost Ramsier replied that the Chairman’s remarks addressed these questions. There is also a memo to that effect that was disseminated to the Deans today. The University is moving toward a process that is less arbitrary, avoiding across the board cuts. We are now attempting to use some logic to how we allocate funds for assistantships, and to make decisions as part of the regular budgeting cycle a year in advance.

Senator Sterns noted that that has never been the case. We are slowly developing a strategy that includes the involvement of the Graduate Council.

Senator Lillie asked why we have certain programs funded at 100% and others that will be consider by a particular date, and others perhaps still later. He asked if this is an indication of the direction that strategic planning will be going primarily towards STEM and STEM-related kinds of disciplines.

Vice Provost Ramsier replied that he doesn’t believe any of the allocations announced today really set a strategic direction for the academic side. We are still funding doctoral programs at 100%, with respect to the graduate student allocations. Masters programs are still funded at 100% with respect to the positions that support teaching. Those excluded from 100% funding at this point are students that are given administrative assignments. He questioned whether administrative work is appropriate for graduate students. Provost Ramsier reported that waivers and stipends for graduate assistants cost the university “a lot of money;” the university allocates more than 30 million dollars a year in waivers and stipends to graduate students. He added that, “we’ll look at the rest” in the next couple of weeks.

Provost Ramsier could not specifically say what percentage of assistantships are administrative as opposed instructional. Chair Rich wondered how it's possible to actually apply the announced decisions without that information. Vice Provost Ramsier said that the administration will "trust and verify." Assistantship funding has been allocated with an expectation that units will use for what it was allocated for.

Vice Provost Ramsier confirmed that those allocations that have not already been made will be made by March 16th.

Senator Willits asked about diversity awards for the students who are underrepresented. Vice Provost Ramsier replied that "we're not anticipating that those monies will go away," but wondered which programs the students being supported by these funds are pursuing.

Part-time Faculty Committee

Senator Osorio stated that the committee had submitted a written report (Appendix E). On behalf of the committee, she presented two resolutions recommending changes to the rules regarding the hiring of part-time faculty.

The first is the proposed rule change for 3359-20-06.1, Section H.3.

WHEREAS, current language of 3359-20-06.1, section H.3 states that the planning and budget committee of Faculty Senate review annually the salary levels for part-time faculty, and

WHEREAS, the above mentioned committee no longer exists,

RESOLVED, that the Budget and Finance committee of the University Council be charged with an annual review of salaries for part-time faculty, and the relevant sections of 3359-20-06.1 be amended accordingly.

And further, be it

RESOLVED, that the part-time faculty minimum salaries be increased no less than once every two years, and that the salaries of part-time faculty members earning more than the minimum salary for their rank be increased by an amount sufficient to preserve the percentage by which their salaries exceed the minimum.

Senator Lillie noted that, if the resolution passes, this may have to be implemented after there is an actual, formalized University Council that can be part of the rule.

Senator Matejkovic moved to amend the proposed resolution to strike the fourth paragraph, "Resolved that the part-time faculty minimum salaries be increased by no less than once every two years." Senator Matejkovic stated review of the budget and finance committee is appropriate, but mandating an increase every two years is not. The motion was seconded by Senator Hausknect.

Chair Rich asked for debate of the motion to amend the resolution. Senator Osorio said that the Part-time Faculty Committee discussed the issue at length, and the reason the wording is included is that it has been well over 10 years since there has been any increase. Once base salaries are written into rule they become immovable. Review hasn't increased base salaries in the past. Some kind of increase of those base salaries needs to be addressed in the rules.

Senator Matejkovic agreed that it has been 13 years since the part-time faculty salaries have been adjusted. He stated that he does not object to a review. He thinks that the Finance Committee should review and make a recommendation, but that it is inappropriate to mandate an increase, especially since the rest of the faculty goes through collective bargaining.

Senator Quinn asked if we have the authority to mandate such an increase. Chairman Rich replied that we don't have the authority to mandate anything in this regard. What this amounts to is asking the Board of Trustees to change the rule. If the Board of Trustees wishes to change the rule, they can do so. They don't have to change the rule if they do not wish to do so.

Senator Landis suggested that we change the wording from a "mandate" to perhaps a strong suggestion. Chair Rich said that the wording can be changed if there's a motion to change it and the motion passes. Chair Rich expressed uncertainty about whether the Board would be willing to change the rule in the way that the second resolving clause proposes. On the other hand, this doesn't actually require anything more than an infinitesimally small increase.

Senator Saliga suggested that the committee consider some way to tie raises for part-timers to the bargaining unit faculty's collective bargaining agreement so that part-time faculty get the same increases as bargaining unit full-time faculty. Chair Rich replied that that sort of change would necessitate a referral back to the committee. He added that the Board would be reluctant to put that sort of change into rule.

Senator Bouchard said that the least full-time faculty can do is to show our full support for at least some increase for part-time faculty. Senator Huss added that it doesn't make sense to "back off" the wording because we're not setting policy. You do not "bargain down" from the position you wish to assert. Senator Lillie rose in support of Senator Bouchard's opposition to the motion to amend.

Senator Lazar offered that perhaps we could separate the resolution into two parts so that at least the review of part-time salaries gets passed. Chair Rich said he thought it would be easy enough for the Board to separate the first resolving clause from the second; therefore it is not necessary to put them into separate resolutions.

Senator Sterns stated that currently our pay for part-time faculty is not competitive with other area universities. This could have an adverse effect on academic quality if we are not able to attract the best faculty.

Senator Matejkovic again stated that telling the Board that they must increase the part-time faculty's salaries every two years will guarantee that it isn't enacted. Senator Hauskenect agreed, adding that the

place for a mandate is to the committee that's doing the review. We must avoid sending up an "untenable resolution" to the Board. This could cause them to disregard it and anything associated with it.

Senator Lillie rose and reminded the Senate that the resolution, if it passes, would not go directly to the Board. The resolution would be sent to the President who could then determine if it needs to be put into effect. It is technically a recommendation to the President, not the Board.

Senator Rich called for a vote.

The motion to amend failed.

Chair Rich called for a vote on the main motion.

The motion was adopted.

Senator Osorio read the second motion, which was a proposed rule change for 3359_20_06.1 Section N.

WHEREAS, current language of 3359-20-06.1, section N, makes a distinction between part-time day and evening teaching, and

WHEREAS, that distinction no longer exists,

RESOLVED, that the wording of 3359-20-06.1, section N, be amended to delete the reference to "day and evening" part-time teaching.

The motion was adopted without dissent.

Ad hoc Committee of Chairs of the General Education Learning Outcomes Committee

On behalf of the ad hoc Committee of Chairs of the General Education Learning Outcomes Committees, Senator Saliga presented three recommendations to the Senate. The first was a recommendation that we appoint a coordinator of general education. The position is outlined in the in the section of the plan called "Recommended Campus Implementation Procedures." A faculty member should be designated as coordinator to ensure the successful functioning and integrity of the general education program and to oversee its assessment processes. This must be a formal appointment by the Provost, and appropriate resources must be set aside for this position. The General Education Outcome Committee recommends that the Faculty Senate work to ensure that the general education coordinator is appointed as soon as possible.

The motion was adopted without dissent.

The second recommendation is to revise the language for Learning Outcome 3. Learning Outcome 3.B.i. reads: "articulate the nature of the scientific method in the natural and social sciences and humanities, apply it through hands-on laboratory experiments, and critically evaluate applications of the scientific method." The proposed revision deletes the words "natural and social sciences and humanities" so it would read "articulate the nature of the scientific method, apply it through hands-on laboratory

experiments, and critically evaluate applications of the scientific method.” The rationale is that the main point of this learning outcome is that students learn and critically evaluate applications of scientific method and apply it through hands-on labs. This learning outcome will be met in the natural sciences. It is highly unlikely to be met in the humanities and most if not all social sciences general education courses.

The motion was adopted without dissent.

The third recommendation is to insert two clauses in the quantitative and written communication requirements. The first clause states that students who are placed in the second written communications course and successfully complete it thereby satisfy the general education written communication requirement. The second clause, states that students who successfully complete a mathematics or statistics course with a prerequisite that satisfies of LO2.B.9 thereby satisfy the general education quantitative reasoning requirement.

The motion was adopted without dissent.

University Council

Senator Lillie reported that the bylaws were reviewed and revised, and University Council received a written communication from the President about two items. One was that the President had received and would pass along the proposed revised University Council bylaws. The second was that he had received and would pass along for review to Vice President Mortimer a University Council proposal for a nursing center employee health care clinic.

There were several reports. One was from the committee that developed a smoking survey. After discussion, the University Council decided it would be helpful to have more data. There should be an additional survey going out to the university community soon.

The University Marketing and Communication Committee reported that they are developing a comprehensive crisis plan so that the University will be able to communicate quickly in a crisis situation. The University Council was told that their input was not needed, and they were just being informed.

The Sexual Assault Response Team reported that they had developed a campus climate survey that recently went out to the campus community. The report that they gave in February should be on the University Council website.

There was also continuing discussion about student application fee. We ended up with \$14,000 more this year than last year in application fees. It remains unclear who paid the fee and who did not.

The Talent Development and Human Resources committee gave a report on succession, time and planning. Senator Erickson added that there was not time to get the report passed, but that the report looked at best practices and strategic planning for replacing retiring faculty.

Senator Lillie reported that University Council discussed a “leave bank policy” that would not apply to full-time bargaining unit faculty.

There will be an opportunity for an election at the end of April to fill the new term for one of the representatives from Faculty Senate to the University Council.

VIII. Unfinished Business

There was no unfinished business.

IX. New Business

There was no new business.

X. Good of the Order

Senator Holliday wanted the body to be aware that there’s a new certificate for museum archives that will be available to undergraduate students in the Fall of 2015. Any undergraduate from any college major is welcome to enroll. It is 18 credit hours with two modules and a capstone practicum experience at a local museum or archive.

XI. Adjournment

Chairman Rich adjourned the meeting at 4:52 pm.

Any comments concerning the contents in The University of Akron Chronicle may be directed to the Secretary, Pamela A. Schulze (x7725). facultysenate@uakron.edu

APPENDIX A

Faculty Senate Athletic Committee Report 2/26/15

John B. Nicholas, Chair

The Faculty Senate Athletic Committee met on February 6, 2015.

AD Tom Wistrill and Alex Parker Associate AD for Compliance NCAA discussed APR Data and Graduation Success Rate information. The APR and graduation rates for athletics were very impressive. The GPA for all athletics programs are regularly above 3.0 on a 4.0 scale.

No report was issued from the from Head Injury Policy Sub-Committee meeting to occur before next FSAC meeting.

The committee had a discussion of Nicholas meeting with President Scarborough on 11/3/14 regarding athletics. The meeting was very informal. It appears from that meeting that President Scarborough sees the importance of athletics at UA and that our focus should be on academics first.

The FSAC wishes to recognize UA Athletes who earned MAC Distinguished Scholar Athletes and of the Athletic Department's Advising Office who helped them achieve this honor.

The committee will meet again on 3/10/15.

APPENDIX B

Computing & Communications Technologies Committee

Particulars

- Subject: Computing & Communications Technologies Committee meeting report
- Date: [2015-02-25 Wed]

Report

The CCTC met on Thursday, February 12. The committee spent the meeting discussing the next faculty laptop refresh.

The next CCTC meeting will be on Thursday March 19.

Scott Randby
CCTC Chair

March 5, 2015

APPENDIX C

Description	Proposal Title
CHP-NUDIET-14-12493	Food & Environmental Nutrition
BUS-FINAN-14-12482	Advanced Portfolio Management
BUS-FINAN-14-12178	Financial Markets & Institutions
BUS-FINAN-14-12434	Legal & Social Environment of Business
BUS-FINAN-14-12181	Financial Statement Analysis
BUS-FINAN-14-12485	Risk Management: Property and Casualty
BUS-FINAN-14-12152	Intermediate Corporate Finance
BUS-FINAN-14-12483	Commercial Bank Management
BUS-FINAN-14-12484	Financial Strategy
BUS-MANGT-14-11508	Info Syst Mgmt - Accelerated
BUS-MANGT-14-12288	Entrepreneurship
BUS-MANGT-14-12254	Management - Human Resources (inactive)
BUS-MANGT-14-12273	IS Project Management
BUS-MANGT-14-12276	Management of Data Networks
BUS-MANGT-14-12282	Managing People in Organizations
BUS-MANGT-14-12291	Management Project
BUS-MANGT-14-12257	Electronic Business
BUS-MANGT-14-12260	Healthcare Management
BUS-MANGT-14-12270	Management - Supply Chain Mgmt
BUS-MANGT-14-12279	Business Database Systems
BUS-MANGT-14-12285	Analysis & Design of Business Systems
BUS-MANGT-14-12251	Mgmt - Leadership & Org Change
CHP-NURIN-14-12418	Senior Honors Project
CHP-NURIN-14-11997	Nursing Science Seminar I
CHP-SOCIAL-14-12443	Addiction Services
A&S-HIST-14-11365	Modern Africa
BUS-ACCOUNT-14-12424	Tax Research
BUS-ACCOUNT-14-12425	Taxation of Partnerships
BUS-ACCOUNT-14-12426	Tax Accounting
BUS-ACCOUNT-14-12427	Advanced Individual Taxation
BUS-ACCOUNT-14-12428	Tax Practice & Procedure
BUS-ACCOUNT-14-12429	State & Local Taxation
BUS-ACCOUNT-14-11635	Tax Practice & Procedure
BUS-ACCOUNT-14-12430	International Taxation

APPENDIX D

PTFC Faculty Senate report

The PTFC met on February 18, 2015. Attending: B. Hazlett, S. Osorio, T. Riley, C. Seher, K. Cerrone

The committee discussed and passed two resolutions to bring to the faculty senate, both regarding The University of Akron Rules 3359-20-06 (PT Faculty appointments). The first is to correct the requirement that PT salaries be reviewed annually. Currently this task is assigned to the Faculty Senate Budget Committee, which does not exist; the PTFC suggests assigning this task to the University Council Budget Committee. In addition, wording was added to emphasize the need for salary action to be taken at least once every two years.

The second resolution omits a distinction between day and evening PT Faculty which is no longer valid. Both resolutions were passed via email.

Elections for Part time Faculty Senators were discussed and the PTFC will coordinate this spring.

The possibility of an Emeritus designation was discussed – to be continued in March.

Respectfully submitted, S. Osorio, Chair

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APPENDIX D

**Proposed Rule change for 3359-20-06.1
Section H.3**

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WHEREAS, the above mentioned committee no longer exists,

RESOLVED, that the Budget and Finance committee of the University Council be charged with an annual review of salaries for part-time faculty, and the relevant sections of 3359-20-06.1 be amended accordingly.

And further, be it

RESOLVED, that the part-time faculty minimum salaries be increased no less than once every two years, and that the salaries of part-time faculty members earning more than the minimum salary for their rank be increased by an amount sufficient to preserve the percentage by which their salaries exceed the minimum.

**Proposed Rule change for 3359-20-06.1
Section N**

WHEREAS, current language of 3359-20-06.1, section N, makes a distinction between part-time day and evening teaching, and

WHEREAS, that distinction no longer exists,

RESOLVED, that the wording of 3359-20-06.1, section N, be amended to delete the reference to “day and evening” part-time teaching.